

**District 911 Schools
Cambridge-Isanti Schools
Strategic Plan**

<p>MISSION A clear, definitive statement of highest aspiration including unique identity, specific purpose, and critical attributes.</p>	<p>The mission of Cambridge-Isanti Schools, as the leader in innovative education offering unlimited options and opportunities, is to develop well-rounded individuals who excel in leadership, achieve at the highest levels and are responsible citizens, through highly effective staff addressing the unique needs of each individual in partnership with parents, students, and a unified community.</p>
<p>BELIEFS The unequivocal expression of fundamental values, convictions and character.</p>	<ul style="list-style-type: none"> ● We believe that every person needs to feel valued, respected, and safe in order to maximize their potential. ● We believe that strong individuals and communities depend on giving to, caring for, and serving each other. ● We believe everyone has a purpose beyond themselves. ● We believe communication, critical-thinking, collaboration, and creativity are necessary to thrive in a changing world. ● We believe honesty and integrity are essential to all positive relationships. ● We believe every person has a responsibility to live up to their own high expectations. ● We believe every person learns uniquely. ● We believe success can come from the ability to learn from and work through adversity. ● We believe learning occurs best when social, emotional, and physical needs are met. ● We believe every person has value with skills and talents that make them unique. ● We believe every person is responsible for their own choices. ● We believe education provides the greatest access to opportunities. ● We believe as technology use increases there is continued value in the skills and benefits of face-to-face communication. ● We believe involvement in meaningful activities enriches your life. ● We believe that learning begins at birth and never ends.
<p>PARAMETERS Strict pronouncements that establish the boundaries, limits, and rules within which the mission is to be accomplished.</p>	<ul style="list-style-type: none"> ● We will never accept ineffective job performance anywhere in the district. ● We will only hire the best. ● We will always exemplify the Five Character Traits: Compassion, Respect, Responsibility, Self-Discipline, and Honesty.
<p>OBJECTIVES The desired measurable, observable, and demonstrable results that realize the mission.</p>	<p>Objective 1: Each student will graduate career and/or college ready and will continue to pursue their high expectations.</p> <p>Objective 2: Each student will own their own individualized plan for learning and for life.</p> <p>Objective 3: Each student will be positively engaged in their communities throughout their lives.</p> <p>Objective 4: Each student will be a leader.</p> <p>Objective 5: Each student will serve their communities throughout their lives.</p> <p>Objective 6: Each student will be an effective contributor to our global society.</p>

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STRATEGIES

**Largely stated
Initiatives through
which the mission
and objectives are
to be achieved.**

Strategy I: We will instill in all students the qualities to be leaders throughout their lives.

- Action Plan 1: A consistent district-wide leadership development program for all students is implemented with fidelity.
- Action Plan 2: The leadership education program actively involves the community, all staff, and all students.
- Action Plan 3: Each student has an individual leadership development plan, which may include curricular and co-curricular experiences.
- Action Plan 4: Opportunities are available for all students to practice and demonstrate leadership skills at school and in the community.

Strategy II: We will attract, hire, and retain staff who model our mission, beliefs, and objectives.

- Action Plan 1: All employees will be encouraged to engage in communication with leadership to inspire innovation in a manner that builds ownership in the overall decisions of the district.
- Action Plan 2: The culture of Cambridge-Isanti Schools will be reinforced by a set of behavioral standards.
- Action Plan 3: Employee growth will be supported by appropriate, planned staff development.
- Action Plan 4: Focused marketing will build community connections and promote the achievements, creativity, and innovations of the district.
- Action Plan 5: Cambridge-Isanti Schools will recognize and reward skills and behaviors through goal-setting and an effective evaluation process.
- Action Plan 6: Staff who model our mission, beliefs, and objectives will be hired with a streamlined, consistent, and effective hiring process.
- Action Plan 7: New employees will receive comprehensive orientation and position-specific training.
- Action Plan 8: Social media and an updated web presence will reflect our mission, beliefs, and objectives, and positively engage staff members and the community.

Strategy III: We will provide multiple pathways and tools toward career and/or college readiness.

- Action Plan 1: All students are exposed to an outside perspective of multiple career opportunities throughout their Pre-K-12 education.
- Action Plan 2: All middle-level students are exposed to a multitude of vocational careers and develop basic vocational skills with programs designed to be implemented in classes such as family and consumer science (FACS), and industrial technology.

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Action Plan 3: All students will use and graduate with a working e-portfolio. (*Reference strategies 1 and 5.)

Action Plan 4: All students at the secondary level (grades 6-12) have access to multiple vocational and technical educational opportunities which have the potential to result in vocational careers.

Action Plan 5: All students have a strong self-advocacy skill set throughout their Pre-K-12 education.

Action Plan 6: Students are prepared for post high school challenges through a rigorous curriculum.

Action Plan 7: Students have multiple scheduling options.

Strategy IV: We will create and promote partnerships with parents and the community.

Action Plan 1: Parents are able to access school information and parent involvement opportunities in each school.

Action Plan 2: Education will always be current and relevant through input provided by a local business advisory committee.

Action Plan 3: Partnerships with the business community enhance the health, safety, and educational experience for our students.

Action Plan 4: A consistent parent/guardian advisory committee is active and evident within each school to support the educational experience.

Action Plan 5: District facilities are updated to increase and enhance community use and accessibility.

Action Plan 6: Volunteer programs are supervised and coordinated district-wide.

Action Plan 7: The Early Childhood program provides outreach to families.

Action Plan 8: Organized youth service programs are available in our schools.

Action Plan 9: The school community ensures equal opportunities for all students.

Strategy V: We will provide the tools and support to meet the unique needs of every student.

Action Plan 1: A clear and defined Pre-K-12 assessment plan, including both formative and summative assessments.

Action Plan 2: Individual Learning Plans (ILPs) guide in meeting the unique needs of all Pre-K-12 students with fidelity and consistency.

Action Plan 3: Positive behavior systems are consistent across all school environments.

Action Plan 4: All current and new initiatives being considered by Cambridge-Isanti Schools are not in conflict with John Hattie's Visible Learning work, Marzano's Art and Science of Teaching and/or other best practices.

Action Plan 5: Cambridge-Isanti Schools staff are trained, supported, and held accountable in successfully implementing all initiatives.

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Action Plan 6: In continuing to meet the needs of every student, all strategies and practices are consistent in all educational settings.

Strategy VI: We will unite all staff into a strong educational team.

Action Plan 1: District staff members will feel recognized and celebrated.

Action Plan 2: The district communicates electronically with all staff on a periodic basis highlighting current events, successes, and upcoming challenges.

Action Plan 3: District staff will have the opportunity to get to know one another in a social environment planned outside the bounds of the typical work day.

Action Plan 4: District staff will be a cohesive team across all employee groups and locations.

Action Plan 5: Employees will have an understanding and an appreciation for the roles and responsibilities of other employees within the district.

Strategy VII: We will ensure support and development for each staff member to excel.

Action Plan 1: The district will use a specific and accountable system to implement needs-based professional development for all staff based on on-going feedback and an evaluation system.

Action Plan 2: The district calendar incorporates adequate time for staff development outside of student contact time.

Action Plan 3: Criteria for exemplary performance for all positions is published.

Action Plan 4: Each staff person is a part of an on-going feedback and evaluation system based on current job description.

Action Plan 5: All staff members have access to professional development which utilizes a wide-range of proven delivery methods to meet the needs of all staff.

Action Plan 6: All staff members will be a part of a supportive and collaborative system for professional development.

Action Plan 7: All staff will have easily accessible, web-based, essential job-related training.

Strategy VIII: We will implement a process to ensure an array of innovative learning environments and experiences.

Action Plan 1: Cambridge-Isanti Schools has a framework to assign responsibility and decision-making regarding innovation.

Action Plan 2: Cambridge-Isanti Schools collaborates with stakeholders to develop and implement innovative learning environments and experiences.

Action Plan 3: Continual innovation training and collaboration opportunities are provided to all affected staff and community members.

Action Plan 4: Innovations are evaluated for success toward established goals.

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Action Plan 5: Cambridge-Isanti Schools replicates and sustains effective innovations.

Action Plan 6: Cambridge-Isanti Schools consistently provides resources dedicated to innovations.

Strategy IX: We will ensure our students have the skills and the knowledge to contribute to our global society.

Action Plan 1: A system is in place to evaluate our current curriculum and to monitor new curriculum being purchased and developed to ensure it is ethnically, culturally, and sensitively diverse.

Action Plan 2: The district will offer an option of a Pre-K-5 full immersion Spanish program.

Action Plan 3: Spanish will be offered in our middle schools for at least 1 term per grade level (grades 6-8).

Action Plan 4: Partnerships with sister schools from other countries allow students to apply technology to enhance the relationship and learn about other cultures.

Action Plan 5: All students will participate in service projects to help contribute to our global society while gaining an understanding of many societal needs.

Action Plan 6: All students will have opportunities to be involved in projects, activities, and experiences to develop their global awareness.

Action Plan 7: All staff will engage and participate in an annual training in diversity, equity, and cultural sensitivity.
